

HPM MPH/MSPH Listening Session Recommendations (MPH/MSPH)

During February 2023, the masters-level student representatives of the HPM DEI Committee held a listening session with MPH and MSPH students. Based on the discussion in this session and the consensus of the DEI Committee's members, the DEI Committee makes the following recommendations primarily concerning the MPH and MSPH programs:

Short term Recommendations

Recommendation #1: Make DEI Resources available to faculty for incorporation into syllabi and course materials.

The HPM DEI committee maintains a Canvas site with DEI materials for the entire HPM community (faculty, staff, students). These materials include background information on DEI topics, contact information for those working in DEI at the department, school, and university level as well as other resources. The DEI committee recommends that these materials a) be updated and reformatted as appropriate by the student representatives on the committee for best use by their student peers and b) that a QR code be developed that can be added to HPM syllabi to link students to the Canvas site.



Recommendation #2: All HPM faculty members who have not completed diversity training in the past three years should be expected to do so.

Multiple students at the listening sessions expressed concern that HPM faculty members regularly used inappropriate language related to student identity(-ies) or made statements (e.g., micro-aggressions) in the class setting or in other interactions with students, which made students feel uncomfortable. It was felt that all faculty members would benefit from implicit bias training if they had not taken part in recent years. This recommendation is consistent with best practices shared by the [Emory Provost's Office with regards to those sitting on hiring committees](#) and the RSPH goal of having all RSPH faculty and staff trained in implicit bias by the end of 2023 (forthcoming recommendation from the RSPH Dean's Office).

The HPM DEI committee will take the lead on sharing implicit bias training options for HPM faculty and sponsoring a department-wide training if appropriate.

Recommendation #3: Student representatives should be added to the HPM Education Committee

In the interest of inclusion and ensuring diverse perspectives on curricular issues, the HPM DEI committee recommends that one or two student representatives be added to the HPM Education Committee. The committee recommends that this topic be discussed at an upcoming Education Committee meeting and, if the committee is receptive, that the bylaws be changed to allow for selection and incorporation of student representatives.

Recommendation #4: In-person components should be added to DEI Orientation for HPM Students

Although RSPH provides a virtual DEI orientation for all incoming students, it was expressed by students at the listening sessions that this was not sufficient for incoming HPM students and did not allow for

natural discourse on DEI topics or awareness of DEI resources within the department. Therefore, the HPM DEI committee recommends that DEI representatives be present at department-specific meetings during orientation to introduce the DEI offerings of the department and have DEI orientation activities that promote engagement and discourse

Longer/Long-Term Recommendations

Recommendation #5: The HPM Department should fund a DEI-focused Lunch n' Learn Series

MPH and MSPH students are very interested in hearing presentations and speakers (but not panels) from public health professionals (including HPM alums and collaborating partners) doing DEI work. While it will take time to determine the structure and allocate hosting responsibilities, the DEI committee will take initial steps towards gauging interest and planning this series.

Recommendation #6: There should be greater Incorporation of DEI topics, themes, and content throughout the HPM curriculum.

MPM and MSPH students expressed disappointment that DEI was not better woven into the departmental curriculum and courses. The DEI committee recommends that, over time, the HPM faculty consider infusing DEI themes into existing courses and offering new courses/topics that are important to providing a diverse, equitable understanding of key HPM/HSR ideas.

As an initial step towards this process, the DEI committee encourages all faculty members to consider incorporating into their current courses both DEI principles and additional topics reflecting diverse interests and perspectives. The DEI Curriculum Review guide shared by the RSPH Dean's office offers an initial framework for reviewing existing faculty courses. We are aware that some faculty have already undertaken this step.

In the longer term, the DEI committee recommends taking steps to offer additional DEI-relevant courses (e.g., DEI in the Workplace, History of US Public Health Policy).

Completed Recommendations

Recommendation #7: Office Hours with HPM DEI Student Representatives and Faculty

In response to student requests for DEI office hours with committee representatives, the DEI committee is piloting offering these office hours (both in-person and virtually in March and April 2023).